

**AMENDMENT TO H.R. 2417, AS REPORTED
OFFERED BY MR. HASTINGS OF FLORIDA**

At the end of subtitle D of title III, insert the following new section:

1 SEC. 337. IMPROVEMENT OF RECRUITMENT, HIRING AND
2 RETENTION OF ETHNIC AND CULTURAL MI-
3 NORITIES IN THE INTELLIGENCE COMMU-
4 NITY.

5 (a) PILOT PROJECT TO IMPROVE DIVERSITY
6 THROUGHOUT THE INTELLIGENCE COMMUNITY USING
7 INNOVATIVE METHODOLOGIES FOR THE RECRUITMENT,
8 HIRING AND RETENTION OF ETHNIC AND CULTURAL MI-
9 NORITIES AND WOMEN WITH THE DIVERSITY OF SKILLS,
10 LANGUAGES AND EXPERTISE REFLECTIVE OF THE CUR-
11 RENT MISSION.—The Director of Central Intelligence
12 shall carry out a pilot project under this section to test
13 and evaluate alternative, innovative methods to recruit
14 and hire for the intelligence community women and mi-
15 norities with diverse ethnic and cultural backgrounds,
16 skills, language proficiency, and expertise.

17 (b) METHODS.—In carrying out the pilot project, the
18 Director shall employ methods such as advertising in for-
19 eign language newspapers in the United States, site visits
20 to institutions with a high percentage of students who

1 study English as a second language, and other methods
2 that are not used by the Director under the DCI Diversity
3 Strategic Plan to increase diversity of officers and employ-
4 ees in the intelligence community.

5 (c) DURATION OF PROJECT.—The Director shall
6 carry out the project under this section for a 3-year pe-
7 riod.

8 (d) REPORT.—Not later than 2 years after the date
9 the Director implements the pilot project under this sec-
10 tion, the Director shall submit to Congress a report on
11 the project. The report shall include—

12 (1) an assessment of the effectiveness of the
13 project; and

14 (2) recommendations on the continuation of the
15 project as well as for improving the effectiveness of
16 the project in meeting the goals of increasing the re-
17 cruiting and hiring of women and minorities within
18 the intelligence community.

19 (e) DIVERSITY PLAN.—(1) Not later than February
20 15, 2004, the Director of Central Intelligence shall submit
21 to Congress a report which describes the plan of the Direc-
22 tor, entitled the “DCI Diversity Strategic Plan”, and any
23 subsequent revision to that plan, to increase diversity of
24 officers and employees in the intelligence community, in-
25 cluding the short- and long-term goals of the plan. The

1 report shall also provide a detailed description of the
2 progress that has been made by each element of the intel-
3 ligence community in implementing the plan.

4 (2) In implementing the plan, the Director shall in-
5 corporate innovative methods for the recruitment and hir-
6 ing of women and minorities that the Director has deter-
7 mined to be effective from the pilot project carried out
8 under this section.

9 (f) DEFINITION.—In this section, the term “intel-
10 ligence community” has the meaning given that term in
11 section 3(4) of the National Security Act of 1947 (50
12 U.S.C. 401(4))).